

	GRANT COUNTY - Orchard Manor				2018 GRADE ORDER LIST: STEP PLAN							
	January 2018 (Revised 12/06/2017)										Control Point	
					86.0%	88.0%	90.0%	92.0%	94.0%	96.0%	98.0%	100.0%
GRADE	JOB TITLE	FLSA		Minimum	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
K			Hourly	\$27.43	\$28.06	\$28.70	\$29.34	\$29.98	\$30.61	\$31.25	\$31.89	
			Bi-Weekly	\$2,194.40	\$2,244.80	\$2,296.00	\$2,347.20	\$2,398.40	\$2,448.80	\$2,500.00	\$2,551.20	
	Quality Assurance Manager	Exempt										
	RN Nurse Manager	Exempt										
	Social Services Manager	Exempt										
J			Hourly	\$25.08	\$25.66	\$26.24	\$26.83	\$27.41	\$27.99	\$28.58	\$29.16	
			Bi-Weekly	\$2,006.40	\$2,052.80	\$2,099.20	\$2,146.40	\$2,192.80	\$2,239.20	\$2,286.40	\$2,332.80	
	MDS Coordinator	Not Exempt										
	Occupational Therapist/QMRP	Exempt										
	RN	Not Exempt										
I			Hourly	\$22.74	\$23.27	\$23.80	\$24.32	\$24.85	\$25.38	\$25.91	\$26.44	
			Bi-Weekly	\$1,819.20	\$1,861.60	\$1,904.00	\$1,945.60	\$1,988.00	\$2,030.40	\$2,072.80	\$2,115.20	
	Activities Manager	Exempt										
H			Hourly	\$20.40	\$20.87	\$21.35	\$21.82	\$22.30	\$22.77	\$23.25	\$23.72	
			Bi-Weekly	\$1,632.00	\$1,669.60	\$1,708.00	\$1,745.60	\$1,784.00	\$1,821.60	\$1,860.00	\$1,897.60	
	Dietary Manager	Exempt										
	Facilities Maintenance Supervisor	Not Exempt										
	Music Therapist	Exempt										
	Office Manager	Exempt										
	RN Medical Records Coordinator	Not Exempt										
Social Worker	Exempt											
G			Hourly	\$18.06	\$18.48	\$18.90	\$19.32	\$19.74	\$20.16	\$20.58	\$21.00	
	Admission Specialist	Not Exempt										
	HR/Payroll Assistant	Not Exempt										
	LPN	Not Exempt										
	Maintenance Technician	Not Exempt										
F			Hourly	\$15.71	\$16.08	\$16.44	\$16.81	\$17.17	\$17.54	\$17.90	\$18.27	
	Administrative Assistant II	Not Exempt										
	Dietary Head Cook ⁽¹⁾	Not Exempt										
	Housekeeping Supervisor	Not Exempt										
E			Hourly	\$13.96	\$14.28	\$14.61	\$14.93	\$15.26	\$15.58	\$15.91	\$16.23	
	Administrative Assistant I	Not Exempt										
	CNA ⁽²⁾	Not Exempt										
	CNA -Transport Appts ⁽²⁾	Not Exempt										
	Dietary Cook ⁽¹⁾	Not Exempt										
	Maintenance Worker	Not Exempt										
D			Hourly	\$12.79	\$13.09	\$13.38	\$13.68	\$13.98	\$14.28	\$14.57	\$14.87	
	Activity Aide ⁽¹⁾	Not Exempt										
C			Hourly	\$11.84	\$12.12	\$12.39	\$12.67	\$12.94	\$13.22	\$13.49	\$13.77	
	Dietary Aide ⁽¹⁾	Not Exempt										
	Housekeeping Aide ⁽¹⁾	Not Exempt										
	Housekeeping/Laundry Aide ⁽¹⁾	Not Exempt										
B	VACANT GRADE		Hourly	\$10.97	\$11.22	\$11.48	\$11.73	\$11.99	\$12.24	\$12.50	\$12.75	
A	VACANT GRADE		Hourly	\$10.16	\$10.39	\$10.63	\$10.87	\$11.10	\$11.34	\$11.57	\$11.81	
Notes:												
Exempt employees will be paid a bi-weekly salary, not hourly.												
Plan progression based upon documented performance at least meeting expectations.												
1-year step increments from plan minimum to control point												
⁽¹⁾ Working Shift Differential for above noted positions and Activity Aide (CNA): PM shift \$0.75; Night shift \$1.50												
⁽²⁾ Working Shift Differential for above noted positions and Non-managerial RN's and LPN's: PM shift \$2.50; Night shift \$1.50												